

"The biggest advantage in working with programs such as MRS is that they serve as reminders for us to gain the tax credits we are eligible for ... to remind us they have training and other resources available. I end up with a personal relationship with a staff person I can contact almost immediately."

Margaret Walker, Manager
Quality/Employee Services
Gonzalez Design Group
Madison Heights

"The individual who was placed in a dishwashing position is at the top of my list of employees. He is a dependable worker. Without MRS, I might not have considered his application because of his lack of communication skills."

Randy Pfab, Manager
Perkins Family Restaurant
Houghton

"Michigan Rehabilitation Services is very supportive in helping to train the employee, providing finances for training, and coming up with other agencies that are willing to help. We all work together as a team to get the best trained employee."

Michael Brown
Assistant Operations Director
Jackson Transportation Authority
Jackson

Want to learn more?

Join the growing number of Michigan Business people who turn to MRS for disability-related assistance — and who are proving that business and people with disabilities are a profitable combination.

For more information, call or write:
**Michigan Department of Labor
& Economic Growth
Michigan Rehabilitation Services
PO Box 30010
Lansing, MI 48909
1-800-605-6722 (voice)
1-888-605-6722 (TTY)**

**Visit MRS on the Internet at:
www.michigan.gov/dleg
Click on:
Michigan Rehabilitation Services**



MRS is funded 78.7% with USDOE-RSA Title I federal funds, and 21.3% with state and local funds.

The Michigan Department of Labor & Economic Growth is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities, as required by law.

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Michigan Rehabilitation Services

Business & People with Disabilities:

A Profitable Combination

Today's business world has the need for qualified workers to meet their demands. A workforce that assists business in meeting its bottom line requires specific skills and abilities. People with disabilities are an untapped market of qualified people who bring value to the marketplace.

Business turns to Michigan Rehabilitation Services (MRS) to identify qualified, well-trained and available workers. Now, MRS provides meaningful services to help employers keep at-risk employees and those who have recently acquired a disability.

► Employee Retention

MRS has staff that are specially trained business/disability representatives in every region of the state. These representatives assist business to keep employees on the job through reasonable accommodations, recommended ergonomic assessments, employee/employer counseling, transferable skills analyses, sensitivity training and referral to other helping agencies. Our goal is to help employers to:

- ▲ Find qualified workers,
- ▲ Save time and money,
- ▲ Return injured workers to the job, and more....

► Find Qualified Workers

MRS can bring you qualified, pre-screened applicants carefully matched to your job requirements — a much needed service with today's market place. You can also count on us to follow up with you on these referrals to make sure both you and the worker are satisfied.

At your request, we can conduct **job analyses** to determine the skills needed for a particular job. Employers have found this service helps them develop more accurate job descriptions.

► Save Money

Save on-the-job training dollars with us. We can reimburse you for part of the costs associated with training a new worker referred to you by MRS. We can also access other on-the-job training programs that could offer you a reimbursement.

If your business qualifies, and many do, we can help you obtain **disability-related tax credits and deductions** available to businesses.

► Disability Laws

MRS can assist in reviewing, interpreting and, most important, understanding laws and disability issues like:

- ▲ Americans with Disabilities Act (ADA)
- ▲ Persons with Disabilities Civil Rights Act
- ▲ Work Opportunity Tax Credit (WOTC)
- ▲ Barrier Free Design
- ▲ Job Accommodations

MRS can also link your business to community and state resources, such as training for certified apprenticeship programs, community colleges and other agencies serving people with disabilities.

Return Injured Workers to the Job

The MRS Disability Management Program can help maximize productivity and minimize costs with employees who are receiving disability benefits due to illness or injury. The initial consultation to assess your needs is free.

Assistance may include: job analysis to determine if an accommodation will allow return to work; analysis of transferable skills to identify other jobs within your company that employees could perform within their medical restrictions; and, if necessary, out-placement assistance.

What employers are saying about Michigan Rehabilitation Services

"More than 30 of our associates have been evaluated by MRS. The prompt response to our referrals has provided practical and cost-effective ideas for job site accommodations. I am able to obtain the broad experience and range of services provided to create a safe and ergonomically correct environment for our associates."

Robert O. Williamson, Manager
Workers' Compensation and
Safety Accountability Program
St. Mary's Medical Center
Saginaw